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Veterans' PREFERENCE



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QUEEN'S PRINTER AND CONTROLLER OF STATIONERY
OTTAWA, 1964

Cat. no. SC 3-2164

Questions and Answers
on some Aspects of
Federal Employment

ISSUED BY
CIVIL SERVICE COMMISSION

Other folders in this series deal with:

"Steps to Appointment", "Service Conditions and Benefits" and "Citizenship and Residence Requirements"

WHAT IS MEANT BY "VETERANS' PREFERENCE"?

In open competition for entrance into the Civil Service certain persons who served in World War I, World War II, or with the Special Force to restore peace in Korea, and the widows of persons who died as the result of such service, provided they were successful in the examination, are entitled to preference in appointment. A veteran claiming the preference must, of course, have received an honourable discharge. There are two classes of veterans' preference: the "disability" preference and the "overseas" preference.

WHAT IS THE DIFFERENCE BETWEEN THE "DISABILITY" PREFERENCE AND THE "OVERSEAS" PREFERENCE?

In all entrance examinations, persons who qualify and who are entitled to the disability preference are named in order of merit on the list of successful candidates above all other candidates. Those entitled to the overseas preference are named in order of merit on the list of successful candidates next after those entitled to the disability preference and above all others.

WHO ARE ELIGIBLE FOR THE DISABILITY PREFERENCE?

Pensioners of World War I, World War II, or pensioners who served with the Special Force to restore peace in Korea — no matter where they may have served — if their service-incurred disability is such that they are unfit to return to the kind of employment they were engaged in before enlistment, and if they have not been successfully re-established in some other kind of employment. Pensioners of World War II, to be eligible, must have been domiciled in Canada or Newfoundland at the commencement of their service. Pensioners who served with the Special Force to restore peace in Korea must also have been domiciled in Canada at the commencement of such service, or if not they must have been Canadian citizens at that time.

WHO ARE ELIGIBLE FOR THE OVERSEAS PREFERENCE?

This is a difficult question to answer in a few words but, generally speaking, the following groups are eligible.

1. Veterans of World War I — if they were on active service overseas in the military forces, or if they

served on the high seas on a seagoing ship of war in the naval forces of His Majesty, or any of the Allies of His Majesty.

2. Veterans of World War II — if they served overseas with the Forces of His Majesty or with the Allies of His Majesty provided they were domiciled in Canada or Newfoundland at the date of enlistment, or if not so domiciled, were Canadian citizens.

3. Veterans of the Korean Conflict — if they were members of the Special Canadian Force and if they served in an area of operations provided they were domiciled in Canada at the date of enlistment or, if not, were Canadian citizens at the commencement of such service.

4. Widows of Veterans — if their husbands were veterans with overseas service and died of causes directly attributable to such service.

A precise definition of what constitutes military forces and overseas service may be obtained from any office of the Civil Service Commission.

ARE PERSONS WHO SERVED WITH THE ARMED FORCES WITHIN THE WESTERN HEMISPHERE ELIGIBLE FOR PREFERENCE?

No, unless, of course, they were disabled within the Western Hemisphere in which case they may be eligible for the disability preference described earlier.

Otherwise, there is no preference unless the person has war service overseas.

MUST A VETERAN QUALIFY BY EXAMINATION FOR APPOINTMENT?

Yes. The competitive principle is the foundation stone of the merit system.

The veterans' preference does not apply until the candidate has been successful in a competition.

IS TRAINING AND EXPERIENCE GAINED IN THE ARMED FORCES TAKEN INTO ACCOUNT?

Yes, if it is relevant to the position for which application is made and therefore persons with such training or experience should carefully describe it in their application form.

IF A VETERAN PASSES AN EXAMINATION, WILL HE NECESSARILY GET A POSITION?

No, since if there is only one position to fill and two or more veterans qualify, only the top one can

be offered a position. The second will only receive an offer in the event that the first one turns it down. Even if there are several vacant positions, all veterans may not be reached for appointment since the number of qualified veterans may exceed the number of vacancies.

MUST VETERANS BE RESIDENT IN THE AREA OF COMPETITION?

Yes, if a particular competition is restricted to residents of a given area, for example the Province of British Columbia, only persons who reside in that area may compete.

DOES VETERANS' PREFERENCE APPLY IN CASES OF PROMOTION WITHIN THE CIVIL SERVICE?

No. Veterans' preference operates only in open competition for entrance to the Civil Service. The advancement of civil servants through promotion is on a competitive basis and the deciding factors in promotion competitions are the efficient performance of present duties and fitness for the higher post.

HOW DOES A PERSON CLAIM PREFERENCE?

The customary method is to answer the appropriate questions in the application form. If, however, a person applies by letter, or in some other way, he should acquaint the Commission with the fact that he has war service which appears to entitle him to a preference.

HOW CAN ADDITIONAL INFORMATION BE OBTAINED?

In a short folder of this kind it is not possible to cover all matters and therefore if a reader is in doubt about a particular point he is invited to write to the Civil Service Commission, Ottawa for clarification.